



# Kane County

## KC AD HOC Labor Management Committee

### Agenda

Government Center  
719 S. Batavia Ave., Bldg. A  
Geneva, IL 60134

PIEROG, Gumz, Kenyon, Kious, Molina

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**Friday, February 24, 2023**

**3:00 PM**

**County Boardroom**

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Reconvened Meeting from Wednesday, February 22, 2023

1. **Call To Order**
2. **Approval of Minutes: February 22, 2023**
3. **Executive Session**
  - A. Collective Bargaining
4. **Return to Open Session**
5. **Open Session**
  - A. State's Attorney's Office Salary Review
  - B. **Resolution:** Approving FY2023 State's Attorney's Office Budget Adjustments for Personnel Services including Salaries and Wages
6. **Adjournment**

STATE OF ILLINOIS )  
 )  
 ) SS.  
COUNTY OF KANE )

**RESOLUTION NO. TMP-23-278**

**APPROVING FY2023 STATE’S ATTORNEY’S OFFICE BUDGET  
ADJUSTMENTS FOR PERSONNEL SERVICES INCLUDING SALARIES AND  
WAGES**

WHEREAS, the Kane County State’s Attorney’s Office has experienced an unprecedented loss of Assistant State’s Attorneys and staff members over the course of the past seven months; and

WHEREAS, in virtually every instance, these employees have left the Kane County State’s Attorney’s office due to the higher salaries for comparable positions available elsewhere; and

WHEREAS, given that salary disparity, it has become increasingly difficult and time-consuming to recruit, hire and train qualified replacements; and

WHEREAS, the extended vacancies and requisite training periods have created greater workloads for the remaining employees, in turn creating a less attractive work environment at the Kane County State’s Attorney’s Office, and may cause those employees to more actively seek employment elsewhere; and

WHEREAS, in Fiscal Year 2022 and Fiscal Year 2023, the County Board approved a number of substantial wage increases and equity adjustments for its union employees; and

WHEREAS, as part of the FY2023 Budget, the Kane County Board established a \$900,000 contingency fund as the first of a two-year plan to address salary inequities for non-union positions throughout the entire Kane County budget; and

WHEREAS, allocation of that contingency fund has yet to be determined by the County Board, and to date, none of that contingency has been released to the salary and wages budgets for the Kane County State’s Attorney’s Office; and

WHEREAS, the Kane County State’s Attorney’s Office has performed a study to compare the current salaries of Kane County Assistant State’s Attorneys and staff members to comparable positions at the Lake County State’s Attorney’s Office, which is the Office most similar in size and structure to the Kane County State’s Attorney’s Office; and

WHEREAS, the results of that study have clearly shown that the \$900,000 contingency fund included within the County’s FY2023 budget for non-union salary equity adjustments is insufficient to address the salary inequities for the Kane County State’s Attorney’s Office alone, much less the entire county; and

WHEREAS, specifically, the Kane County State’s Attorney’s study has identified the total salary and wage disparity between current Kane County and Lake County State’s Attorney’s Office positions to be \$2,118,880 (not including expenses related to FICA/SS Contribution, IMRF Contribution, Worker’s Compensation, Unemployment Benefits and Insurance Liability), with \$1,360,430 attributable to disparities in Assistant State’s Attorneys’ salaries and \$758,450 attributable to disparities in non-legal staff members’ salaries; and

WHEREAS, in accordance with the two-year funding approach advanced by the Kane County Board in establishing the FY2023 contingency fund to address salary disparities in non-union positions, the necessary annual adjustments for the Kane County State’s Attorney’s Office FY 2023 and FY2024 salaries and wages budget would be \$1,059,440 for each year (plus costs related to FICA/SS Contribution, IMRF Contribution, Worker’s Compensation, Unemployment Benefits and Insurance Liability); and

WHEREAS, based on the above and current staff assignments, the annual adjustments to the State’s Attorney’s salaries and wages budget by fund would be (not including expenses related to FICA/SS Contribution, IMRF Contribution, Worker’s Compensation, Unemployment Benefits and Insurance Liability): (1) General Fund - \$741,569; (2) Insurance Liability (Civil Division) - \$87,157; (3) Title IV-D - \$63,144; (4) Children’s Advocacy Center - \$81,203; (5) Drug Prosecution Fund - \$35,566; and (6) Domestic Violence \$21,974; (7) Victim Coordinator Services Funds - \$10,255; and (8) SAO Records Automation \$1,009.

NOW, THEREFORE, BE IT RESOLVED, by the Kane County Board that the following adjustments be made to the Fiscal Year 2023 budget:

001.300.300.40000	General Fund	Salaries & Wages	\$727,884
001.300.306.40000	General Fund	Salaries & Wages	\$13,685
357.800.800.39990	COVID PR Reimb	Cash on Hand	\$741,569
111.800.803.45100	FICA/SS	FICA/SS Contribution	\$56,730
111.800.000.39900	FICA/SS	Cash on Hand	\$56,730
111.800.802.45200	IMRF	IMRF Contribution	\$38,191
111.800.000.39900	IMRF	Cash on Hand	\$38,191
010.120.130.53000	Insurance Liability	Liability Insurance	\$2,922
010.120.130.53010	Insurance Liability	Workers Compensation	\$1,967
010.120.130.53020	Insurance Liability	Unemployment	\$151
010.000.000.38905	Insurance Liability	Insurance Recovery	\$5,040
010.300.320.40000	Insurance Liability	Salaries & Wages	\$87,157
357.800.800.39990	COVID PR Reimb	Cash on Hand	\$87,157
010.300.320.45100	Insurance Liability	FICA/SS Contribution	\$6,667
111.800.000.39900	FICA/SS	Cash on Hand	\$6,667
010.300.320.45200	Insurance Liability	IMRF Contribution	\$4,489
111.800.000.39900	IMRF	Cash on Hand	\$4,489
010.300.320.53000	Insurance Liability	Liability Insurance	\$343
010.300.320.53010	Insurance Liability	Workers Compensation	\$231
010.300.320.53020	Insurance Liability	Unemployment	\$18
010.000.000.38905	Insurance Liability	Insurance Recovery	\$592
220.300.321.40000	Title IV-D	Salaries & Wages	\$63,144
220.300.321.45100	Title IV-D	FICA/SS Contribution	\$4,831
220.300.321.45200	Title IV-D	IMRF Contribution	\$3,252
220.300.321.53000	Title IV-D	Liability Insurance	\$249
220.300.321.53010	Title IV-D	Workers Compensation	\$167
220.300.321.53020	Title IV-D	Unemployment Claims	\$13
220.300.000.39900	Title IV-D	Cash on Hand	\$71,656

221.300.322.40000	Drug Prosecution	Salaries & Wages	\$35,566
010.300.320.45100	Drug Prosecution	FICA/SS Contribution	\$2,721
221.300.322.45200	Drug Prosecution	IMRF Contribution	\$1,832
221.300.322.53000	Drug Prosecution	Liability Insurance	\$140
221.300.322.53010	Drug Prosecution	Workers Compensation	\$94
221.300.322.53020	Drug Prosecution	Unemployment Claims	\$7
221.300.000.39900	Drug Prosecution	Cash on Hand	\$40,360
222.300.323.40000	Victim Services	Salaries & Wages	\$10,255
010.300.320.45100	Victim Services	FICA/SS Contribution	\$785
222.300.323.45200	Victim Services	IMRF Contribution	\$528
222.300.323.53000	Victim Services	Liability Insurance	\$40
222.300.323.53100	Victim Services	Workers Compensation	\$27
222.300.323.53020	Victim Services	Unemployment Claims	\$2
222.300.000.39900	Victim Services	Cash on Hand	\$11,637
223.300.324.40000	Domestic Violence	Salaries & Wages	\$21,975
010.300.320.45100	Domestic Violence	FICA/SS Contribution	\$1,681
223.300.324.45200	Domestic Violence	IMRF Contribution	\$1,132
223.300.324.53000	Domestic Violence	Liability Insurance	\$87
223.300.324.53100	Domestic Violence	Workers Compensation	\$58
223.300.324.53020	Domestic Violence	Unemployment Claims	\$4
223.300.000.39900	Domestic Violence	Cash on Hand	\$24,937
230.300.301.40000	CAC	Salaries & Wages	\$81,203
010.300.320.45100	CAC	FICA/SS Contribution	\$6,212
230.300.301.45200	CAC	IMRF Contribution	\$4,182
230.300.301.53000	CAC	Liability Insurance	\$320
230.300.301.53100	CAC	Workers Compensation	\$215
230.300.301.53020	CAC	Unemployment Claims	\$16
230.300.000.39900	CAC	Cash on Hand	\$92,148

232.300.333.40000	Records Automation	Salaries & Wages	\$1,009
010.300.320.45100	Records Automation	FICA/SS Contribution	\$77
232.300.333.45200	Records Automation	IMRF Contribution	\$52
232.300.333.53000	Records Automation	Liability Insurance	\$4
232.300.333.53100	Records Automation	Workers Compensation	\$3
232.300.000.39900	Records Automation	Cash on Hand	\$1,145

Passed by the Kane County Board on March 14, 2023

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John A. Cunningham  
Clerk, County Board  
Kane County, Illinois

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Corinne M. Pierog MA, MBA  
Chairman, County Board  
Kane County, Illinois

Vote:



## RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

### Resolution: No. 23-

#### **Approving FY2023 State's Attorney's Office Budget Adjustments for Personnel Services Including Salaries and Wages**

**Committee Flow:** Labor Management Committee, Finance and Budget Committee, Executive Committee, County Board

**Contact:** Jamie Mosser, 630-232-3500

#### **Budget Information:**

Was this item budgeted? No	Appropriation Amount: \$ 1,041,876
If not budgeted, explain funding source: Equity Fund, COVID PR Reimb, Cash on Hand	

#### **Summary:**

The Kane County State's Attorney's Office has experienced an unprecedented loss of Assistant State's Attorneys and staff members over the course of the past seven months. In virtually every instance, employees have left the Kane County State's Attorney's office due to the higher salaries for comparable positions available elsewhere, including other State's Attorney's Offices in surrounding counties.

This resolution authorizes necessary budget adjustments to the Kane County State's Attorney's Office FY2023 budget to fund market-based salary increases in order to equitably and properly pay current employees on a competitive basis with other State's Attorney's Offices and to reduce the turnover in experienced personnel.